

[24th January 1933]

APPENDIX IV.

[Vide item VI—Papers laid on the table of the House—page 251 supra.]

FINANCE (SALARIES) DEPARTMENT.

REVISED SCALES OF PAY FOR SERVICES.

In answer to an interpellation at the meeting of the Legislative Council held on the 2nd November 1932, it was stated on behalf of Government that the proposals for the revision of salaries of services will in due course be placed on the table of the House. With reference to the above undertaking, two statements are attached to this note showing the existing and the proposed revised scales of pay in respect of Provincial Services (including posts outside the time-scale and intermediate posts) and in respect of certain of the Subordinate Services.

The recommendations of the Retrenchment Committee, and the action proposed to be taken thereon, the scope of the present revision proposals and their financial effect are briefly explained below.

Provincial Services.

2. The general principles on which the recent Retrenchment Committee based its recommendations and the extent to which these principles have been observed in formulating the present proposals are briefly mentioned in parallel columns below:—

Retrenchment Committee's recommendation.

(i) The general standard of pay should be a scale ranging from about 12 per cent to 30 per cent less than the existing scale.

(ii) In those services in which there are two clearly defined grades of appointments, one of which carries greater responsibilities and entails work of a different character from the other, there should be a junior and a senior scale, the latter of which would be open to entry from the former at about the seventh year of service and would overlap it for some years, so as to provide a reasonable scale of increments for those who could not be promoted to the senior scale so early.

(iii) In other departments, where the same differentiation in the nature of the posts cannot be made, a single time-scale should be sufficient.

Action proposed by Government.

(i) The percentage of reduction in each case has been stated in the detailed statements attached and will be found in the main to fall within the limits contemplated.

(ii) & (iii) For the services described in item (ii), the principle of two scales has been accepted, but on the compartmental system and not on the overlapping system as the latter system is considered suitable only for services such as the I.C.S., where the lower appointments are only feeder posts to the higher ones and form the training ground for the higher appointments in the service. It may be mentioned by way of explanation that the main difference between the two systems is, that under the compartmental system the senior scale of pay is a definite scale applicable to the senior posts whatever the method of recruitment, all officers appointed to the posts starting on the minimum of the scale (or such higher initial pay as is admissible under the

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Retrenchment Committee's recommendation.

Action proposed by Government.

(iv) In view of the fact that the incremental system of pay, although more expensive than the old graded system, has now been established for some years in the majority of services throughout India, this system should be retained; but the increments should be biennial instead of annual, on the ground that an annual increment of Rs. x gives a more expensive scale than a biennial increment of Rs. $2x$.

(v) A greater measure of uniformity should be introduced in the pay of the different services, although the nature of the work and responsibility in a few services may warrant a rather high general level of emoluments than in the remainder.

(vi) The number of different scales of pay in a single department should be examined with a view to reducing their number, if possible, and providing the same rates for those who possess similar qualifications.

(vii) The system of selection grades should be altogether abolished. The theoretical justification for a selection grade was to supply some means of encouraging and rewarding special talent or to provide a small number of prize appointments in departments in which there were but few chances of promotion; in practice however promotion to selection grade posts is made rather on grounds of seniority than by selection and they are not infrequently utilized as a form of consolation for men of long service who have shown themselves unfit for further advancement.

rules) and their pay at any time depending on the length of service in that scale: while under the overlapping system an officer's pay depends upon his total length of service independently of how long he has held charge of one of the senior posts. Separate scales of pay for junior and senior appointments on the compartmental system have been suggested for the Madras Civil Service (Executive Branch), the Madras Engineering, Police, Industries and Medical Services. On the other hand, a single scale of pay has been suggested for the Madras Forest, Survey, Educational (Men's and Women's), Jail, Boiler and Co-operative Services. In these cases, the nature of the posts does not admit of a clear cut division into junior and senior appointments, but the senior officers who will draw the higher stages of pay in the single time-scale will normally hold the more responsible posts in the service.

(iv) This recommendation has been accepted and proposals have been made accordingly. Adoption of biennial increments will result in an ultimate saving of at least 2 lakhs per annum.

(v) & (vi) The recommendation of the Committee has been borne in mind in framing revised scales of pay.

(vii) The Government propose to accept the recommendation of the Committee.

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One other matter not referred to by the Retrenchment Committee may also be mentioned here. Efficiency bars are now imposed at some stage or other in the various scales of pay of Provincial Services, but it is now proposed to abolish efficiency bars.

3. In the revised scales of pay proposed for the Provincial Services, the Government have kept in view the proposal accepted by the Retrenchment Committee that a higher starting pay should be allowed for the security services. The case of each service has been examined and it is proposed to start the pay of the future entrants to the posts of the Madras Civil Service (Executive Branch) at Rs. 250 for directly recruited men and at Rs. 300 for promoted men. For the Madras Civil Service (Judicial Branch) also, the starting pay proposed is Rs. 250. Similarly, in the case of Inspectors of Boilers, a starting pay of Rs. 250 is proposed (as against the existing starting pay of Rs. 400) in view of the qualifications and practical experience required of persons entering the service and the difficulties experienced in recruiting suitable and qualified persons to the service. For Inspectors of Excise also, a starting pay of Rs. 275 is proposed (as against the present starting pay of Rs. 325) as Excise is a revenue-producing department and the pay of Inspectors must be sufficient to shield them from temptation, since any dishonesty on their part will result in a direct loss of revenue to Government. For District Board Engineers also, the starting pay proposed is Rs. 250. For the Madras Police, Jail and Public Health Services, an initial pay of Rs. 220 is proposed and for other Provincial Services of Rs. 200. In the case of Civil Assistant Surgeons, however, a starting pay of Rs. 175 is proposed in view of the fact that these officers get additional income from private practice. For District Registrars, a starting pay of Rs. 150 is proposed for direct recruits if such recruitment is made, but promotees are to start on Rs. 200.

The view of the Retrenchment Committee was that a scale is determined by its initial figure and its rate of increment. The scale being thus fixed, the period should be settled with reference to the conditions and requirements of the service and the maximum then settles itself. Thus, for Deputy Collectors, the initial pay has been fixed at Rs. 250 and the increment at Rs. 50/2. A 19-year scale was considered suitable as representing a fair average length in view of the fact that recruitment was both by promotion and direct. The scale of pay proposed is accordingly Rs. 250—50/2—700. In the case of certain services however the proposals now submitted have deviated somewhat from a strict application of this principle in order to enable officers to reach a suitable maximum. Examples which may be mentioned are District Registrars and Civil Surgeons.

The existing scales of pay and the detailed scales of pay provisionally approved by Government for the various Provincial Services are mentioned in the statement annexed. The scales of pay generally follow those proposed by the Retrenchment Committee but modifications have been made in the maximum or minimum or the rate of increment, after detailed examination of the conditions of each service. The present

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opportunity has also been taken to fix separate scales of pay for appointments in the general line and in the educational line of the Medical Department.

4. *Financial effect of the proposals.*—The Retrenchment Committee anticipated that the all-over reduction resulting from the revision of salaries for the Provincial Services will be about 20 per cent or about 17 lakhs per annum. The revised scales of pay proposed in the accompanying statements are expected to result in a saving of about 15½ lakhs per annum which gives a reduction of about 20·8 per cent on the existing cost of the services. The above does not however include the savings from the revision of pay of posts outside the time-scales. There is also a large number of miscellaneous gazetted posts the revised scales of pay for many of which have been considered while the pay for certain others has still to be fixed. Revised rates of pay have also to be fixed for one or two services such as the Sanitary Engineering Service and the officers of the Electrical Department. The revised scales of pay fixed in these cases will in due course be communicated to the Legislative Council. When the revision is finished, it is anticipated that the savings anticipated by the Retrenchment Committee will be exceeded.

5. One or two general aspects of the proposals connected with the revision may also be mentioned here.

(i) In certain departments there are already posts intermediate between those of the officers on the ordinary time-scales and those of the heads of the departments—e.g., Conservators of Forests, Superintending Engineers, etc. But in other departments there are no such intermediate posts and the old method of providing an adequate opportunity for advancement to the officers in the service was by the provision of selection grades. The selection grade system has been condemned by the Retrenchment Committee, and the Government have accepted their view. In order to provide reasonable opportunity for advancement in respect of such services therefore the Government have decided, as recommended by the Retrenchment Committee, to constitute where necessary and possible, a limited number of specified posts in respect of which the work involved is sufficiently different in character or responsibility from that performed in the ordinary line into an intermediate grade. This has been done in the case of one post of Assistant Director now in charge of the Central Survey Office in the Survey Department, one post of Personal Assistant to the Inspector-General of Registration in the Registration Department, the posts of Principals, Presidency College and the Teachers' College, Saidapet, and two Deputy Directors of Public Instruction in the Educational Department; the Principal of the Veterinary College in the Veterinary Department; and the Principal of the Agricultural College and the Headquarters Deputy Director of Agriculture in the Agricultural Department.

(ii) The Retrenchment Committee endeavoured to present a complete picture of the standards of pay on which they thought that the

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administration of the Province can be carried on under Provincial Autonomy and without the assistance of All-India Services, and they accordingly suggested revised rates of pay for certain Heads of Departments and other posts now held by All-India Service officers. The Government have agreed with the Retrenchment Committee that it is desirable now to fix the pay of such posts which will apply only when Provincial Service officers are appointed to them. Until this time comes, the pay and emoluments of All-India Service officers promoted to these posts including holders of 'listed' posts will be regulated by the orders of the Secretary of State in Council. The revised scales of pay in respect of such posts therefore merely express the intention of this Government and may not come into force for several years to come until the services are completely provincialized.

Subordinate Services.

6. As in the case of the Provincial Services, the recommendation of the recent Retrenchment Committee that a greater measure of uniformity should be introduced in the pay of the different services and that the number of different scales of pay in a single department should be examined with a view to reducing the number if possible and providing the same rates for those who possess similar qualifications has been borne in mind in framing revised scales of pay for Subordinate Services but the varying conditions of the services regarding the method and age of recruitment, the qualifications required, the nature of the work and the prospects of promotion, etc., do not permit of any large degree of uniformity. The number of classes of miscellaneous posts on different scales of pay are numerous in the case of Subordinate Services and an attempt has been made to reduce the number of these posts on different rates of pay though it has not been found possible to make any substantial reduction. In the case of the Subordinate Services also it is proposed to adopt the principle of biennial increments and to get rid of selection grades and efficiency bars.

The Retrenchment Committee were unable to suggest detailed new scales of pay for the Subordinate Services as they did for the Provincial Services owing to the number and complexity of the various subordinate time-scales. They confined themselves to suggesting reductions in accordance with the following graduated scale:—

Rs. 25 and below	..	..	..	..	Nil.
From Rs. 25 to Rs. 50	..	..	..	..	3½ per cent or ½ anna in the rupee.
„ Rs. 50 to Rs. 100	..	..	..	..	6½ per cent or 1 anna in the rupee.
„ Rs. 100 to Rs. 150	..	..	..	..	12½ per cent or 2 annas in the rupee.
Above Rs. 150 ..	..	..	..	..	18½ per cent or 3 annas in the rupee.

They did not contemplate these percentage reductions being applied exactly to existing scales, and indeed such a course would not be possible. But the scale represents the general level of reduction which they considered might be effected without detriment to the existing

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standard of efficiency and they recommended that Government should pursue a more detailed enquiry into the subject on the above basis. The reduction suggested varies from nil to $18\frac{3}{4}$ per cent and they thought that this would lead to an all-over reduction of about 10 per cent in the case of officers of the Subordinate Services drawing over Rs. 25 as against 20 per cent for the Provincial Services and that the savings will amount to approximately Rs. 33 lakhs per annum.

7. *Pay of officers on Rs. 25 and below.*—The Government have decided that the recommendation of the Committee not to effect any reduction in the pay of officers on Rs. 25 and below need not be accepted, as these classes of officers have also derived great benefit from the fall in prices and that proposals may be worked out for new scales of pay with a moderate reduction. A small reduction has therefore been proposed in the case of peons, attenders, daffadars, police constables, forest-guards, teachers in elementary schools, etc. As the number of these officers is enormous, even a very slight percentage of reduction produces a large saving. For example, taking the case of peons, daffadars and attenders, though the reduction in existing cost is only 4·8 per cent the savings will amount ultimately to 2·31 lakhs per annum.

8. *Pay of ministerial establishments.*—The existing scales of pay for the lower grades of clerks in the mufassal is Rs. 35—35— $1\frac{1}{2}$ —50—1—60 and in Madras city Rs. 40—40— $1\frac{1}{2}$ —55—1—65. The Government have decided that the initial pay of clerks should be Rs. 30 for future entrants and that the lower grades of clerks in Madras should be on the same pay as clerks in the mufassal but should be allowed a Presidency allowance of Rs. 6—8—0 per mensem. The scales of pay for the various grades of clerks including the Secretariat and the offices of the heads of departments in the city are under consideration and the final decision arrived at will be communicated to the Council in due course.

9. *Financial effect.*—Revision of salaries has been completed in respect of the following Subordinate Services and the statement below shows the existing cost, the proposed cost and the savings involved:—

Posts, department or service.	Existing cost per annum.	Proposed cost per annum.	Savings per annum.	Percentage reduction.
	LAKHS.	LAKHS.	LAKHS.	
Peons, daffadars and attenders, in all departments in mufassal and Madras	47·81	45·50	2·31	4·8
Madras Revenue Subordinate Service	20·60	17·48	3·12	15·1
Madras Minor Irrigation Subordinate Service	1·74	1·60	·14	8·2
Settlement Department	·21	·18	·03	15·1
Madras Police Subordinate Service ..	92·92	88·65	4·27	4·6
Madras Excise Subordinate Service.	6·53	5·74	·79	12·1
Madras Forest Subordinate Service.	8·75	8·09	·66	7·6
Madras Registration Subordinate Service	9·85	8·55	1·30	13·2
Madras Educational Subordinate Service	25·49	19·86	5·63	22·1

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Posts, department or service.			Existing cost per annum.	Proposed cost per annum.	Savings per annum.	Percentage reduction.
			LAKHS.	LAKHS.	LAKHS.	
Madras Veterinary Subordinate Service			3.50	2.96	.54	15.5
Madras Co-operative Subordinate Service			5.83	5.26	.57	9.7
Madras Engineering Subordinate Service			14.27	12.06	2.21	15.5
Total ..			237. 0	215.93	21.57	9.1

It will be observed that the total savings amount to 21.57 lakhs or a reduction of about 9.1 per cent in existing cost. The Retrenchment Committee took the net percentage of reduction in the case of Subordinate Services at about 10 per cent of the cost. The revision proposals referred to however result in a slightly lower percentage of savings, viz., 9.1, which is partly due to the fact that whereas the Retrenchment Committee recommended that no reduction should be made in the pay of officers on Rs. 25 and below, Government have considered that reduction may be made with moderation even in the case of these officers. The variations in the percentage of reduction in the existing cost for the different services is mainly due to the fact that some services have a larger number of comparatively higher paid posts than others which admit of a higher percentage of reduction.

The scales of pay relating to the Medical, Agricultural, Fisheries, Local Fund Audit, Government Press, Industries, Jails, Public Health and Survey Subordinate Services are still under consideration. The revised rates of pay for a number of miscellaneous posts have been examined while others are still under various stages of examination. The proposals of Government regarding the revised rates of pay for the above services and miscellaneous posts will in due course be communicated to the Legislative Council. When the revision is finished, it is likely that the savings of about 33 lakhs per annum under Subordinate Services anticipated by the Committee will be exceeded.

General remarks.

10. The question of the pay to be allowed to probationers for the various Provincial Services and non-gazetted services is under the consideration of Government.

Again, under Fundamental Rule 23, officers who hold permanent posts under Government in a substantive capacity will have the option of remaining on the existing rates of pay, and the reduced scales of pay will not therefore affect these officers so long as they hold those post or remain on the time-scales of pay applicable to them. It has also been decided by Government that a person who, though not the substantive holder of a post, has completed or is deemed to have completed his probation before the 15th August 1931, or where no probation has been prescribed, has officiated either for a continuous period of two years or for a period of two years out of a continuous period of

three years before the 15th August 1931, will be entitled to the existing rate of pay. In other cases including new entrants to services after the 15th August 1931, the revised scales will apply. The question whether any further classes of Government servants will be exempted from the application of the revised scales of pay as a matter of grace is still under the consideration of Government.

11. *Conclusion.*—It will be seen from the above that the savings from the revision of salaries will accrue gradually over a period of years, as pointed out by the Retrenchment Committee in paragraph 155 on page 65 of their report, and the full effect will not be obtained for some 25 or 30 years. The savings realized will however be substantial and will ultimately exceed the limit of 50 lakhs per annum suggested by the Retrenchment Committee. The lowering of the level of salaries will also result in due course in a corresponding reduction under the head of pensions.

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Revised scales of pay.	Percentage of reduction in existing cost.
RS.	
2,250	40
2,250	40
1,800—200/2—2,000,	39.7
3-year scale, average Rs. 1,960.	
800—100/2—1,500,	38.6
15-year scale, average Rs. 1,188/9.	
(Promotees are to start on Rs. 1,000.)	
250—50/2—700,	25
19-year scale, average Rs. 480.	
(Promotees are to start on Rs. 300.)	
800—100/2—1,500,	35.3
15-year scale, average Rs. 1,188/9.	
(Promotees are to start on Rs. 1,000.)	
550—50/2—700,	23.9
7-year scale, average Rs. 646½.	
250—50/2—500,	18.9
11-year scale, average Rs. 400.	
1,500—150/2—1,800,	40.7
5-year scale, average Rs. 1,700.	
1,100—100/2—1,300,	39.6
5-year scale, average Rs. 1,233½.	
700—50/2—1,000,	12.7
13-year scale, average Rs. 873½.	
220—30/2—310—40/2—350—50/2—600,	13.7
19-year scale, average Rs. 4142/9.	
(Promotees to start on Rs. 250.)	

I. PROVINCIAL SERVICES.

Existing scales of pay.

RS.	
3,750 *	Chief Secretary
3,750 *	First Member of the Board of Revenue.
3,500 *	Second Member of the Board of Revenue.
3,000 *	Third Member of the Board of Revenue.
1,275—2,500, average Rs. 1,969.	Collectors
300—40—500 (E.B.)—50—850, 13-year scale, average Rs. 624.	Deputy Collectors—
1,000—100—1,200, 3-year scale, average Rs. 1,173½.	Ordinary grade
Combined average of ordinary and selection grades Rs. 640.	Selection grade

2. MADRAS CIVIL SERVICE (JUDICIAL BRANCH)—

[Revised scales of pay are not proposed for Judges of the High Court as the Local Government are not likely to have the power of fixing their pay.]

District and Sessions Judges

Subordinate Judges—
Ordinary grade
Selection grade

District Munsifs

3. MADRAS POLICE SERVICE—

Inspector-General of Police

Deputy Inspectors-General of Police.

Senior appointments—
District Superintendents of Police.

Junior appointments—
Deputy Superintendents of Police.

Selection grade 800.
Ordinary grade 300—20—500—500 (E.B.)—20—600—600—20—700.

Probationers directly recruited draw Rs. 250 and Rs. 275 during their first two years giving a 25-year scale, average Rs. 480.



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I. PROVINCIAL SERVICES—cont.

	Existing scales of pay. RS.	Revised scales of pay. RS.	Percentage of reduction in existing cost.
6. MADRAS SURVEY SERVICE— Director of Survey	1,500—100—1,800, average Rs. 1,740. 4-year scale, average Rs. 1,740.	1,000—100/2—1,200, average Rs. 1,133†. 5-year scale, average Rs. 1,133†. 650—50/2—850, * 9-year scale, average Rs. 774 4/9.	34.9
Deputy Director of Survey	300—40—500 (E.B.)—50—850, 13-year scale, average Rs. 624. 1,000—100—1,200, 3-year scale, average Rs. 1,173†. Combined average of ordinary and selection grades Rs. 693.	200—30/2—260—40/2—300—50/2—600, 19-year scale, average Rs. 404 4/9.	41.6
7. MADRAS FOREST SERVICE— Chief Conservator of Forests	2,500—125—2,750, † 3-year scale, average Rs. 2,716†. 1,750—100—2,150, † 5-year scale, average Rs. 2,043†. 250—25—900, 27-year scale, average Rs. 531†.	1,400—100/2—1,600, 5-year scale, average Rs. 1,533†. 1,000—100/2—1,200, 5-year scale, average Rs. 1,133†. 200—30/2—260—40/2—500—50/2—700, 25-year scale, average Rs. 422 2/9.	34.9 44.5 20.6
Conservators of Forests	1,250—50—1,500, † 6-year scale, average Rs. 1,416†. Grade pay plus Madras house allowance.	1,000—100/2—1,200, 5-year scale, average Rs. 1,133†. (without any allowances).	20.
Madras Forest Service officers—Extra Assistant Conservators of Forests.	250—30—400—50—500, 8-year scale and two selection appointments on Rs. 600 and 700, average Rs. 429.	150—25/2—200—30/2—320—40/2— 400—50/2—500, 21-year scale, average Rs. 321 1/9. (Promotees to start on Rs. 200.)	25.2
8. MADRAS REGISTRATION SERVICE— Inspector-General of Registration	2,500—100—3,000 † 6-year scale, average Rs. 2,833†. Now on grade pay plus special pay of Rs. 100 for the Principal of the Presidency College and Rs. 75 for others plus Madras house allowance for officers in Madras.	1,500—150/2—1,800, 5-year scale, average Rs. 1,700. 800—100/2—1,000 (without any special pay or Madras house allowance).	40
District Registrars	250—25—500 (E.B.)—50—800, 17-year scale, average Rs. 549 4/9. 250—25—500, 11-year scale, average Rs. 402 7/9.	200—30/2—260—40/2—500—50/2—700, 25-year scale, average Rs. 422 2/9. There will not be a junior scale in future. The posts are to be relegated to the Subordinate Educational Service.	23.2
9. MADRAS EDUCATIONAL SERVICE (MEN'S BRANCH)— Director of Public Instruction	200—20—400 (E.B.)—25—500, 15-year scale, average Rs. 370. 3 on 200—20—440, 13-year scale, average Rs. 341 1/3. 250—25—500—50—750, 16-year scale, average Rs. 527 4/9. 200—20—400 (E.B.)—25—500, 15-year scale, average Rs. 370.	200—30/2—500, 21-year scale, average Rs. 346†.	25.8
Deputy Directors (2) and Principals of the Presidency College, Madras, and the Teachers' College, Saiga- pet.			
Administrative section (senior scale) and Collegiate section.			
Junior scale			
10. MADRAS EDUCATIONAL SERVICE (WOMEN'S BRANCH)— Administrative section— Higher scale			
Lower scale			
Collegiate section— Senior scale			
Junior scale			

[NOTE.—The posts now in the lower scale in the Administrative section will in future be relegated to the Subordinate Educational Service.]

* [NOTE.—The Assistant Director of Survey in charge of the Central Survey office is drawing his grade pay plus Rs. 50 special pay plus Madras house allowance. It is proposed to place the post on a special scale of pay without any allowances.]

† No pay has been fixed for a Provincial Service officer holding the post. The pay given is that drawn by an All-India Service officer appointed to the post

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NOTE.—1. In connexion with the revision of pay of the officers in the Madras Medical Service, the Surgeon-General pointed out that, in existing conditions, a Civil Assistant Surgeon selected for an educational post ranked as a Civil Surgeon even though he may be junior in the service to many in the general line who have not become Civil Surgeons. To avoid the administrative difficulties inherent in such an arrangement, he suggested the formation of a separate teaching cadre on separate scales of pay, to which officers could be seconded and if necessary later revert to their original places in the general line. The proposals of the Surgeon-General have been examined and it is proposed to fix separate scales of pay for clinical and non-clinical appointments in the educational line for professors, lecturers, and tutors or assistants. The scales of pay proposed for the non-clinical appointments, in respect of which private practice is entirely barred, are in excess of those proposed for the clinical appointments, in respect of which a limited private practice is allowed; and the latter are in turn higher than the revised scales for Civil Assistant Surgeons or Civil Surgeons in the regular line. The proposals have been framed so as to secure approximately the same amount of savings as would have been realized had the rates of pay of the various appointments been revised on the basis of the existing system.

2. The exact number of posts to be included under the categories of tutors, lecturers and professors has not yet been finally decided.

No pay has been fixed for a Provincial Service officer holding the post. The pay given is that drawn by an All-India Service officer appointed to the post.

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I. PROVINCIAL SERVICES—*cont.*

	Existing scales of pay. RS.	Revised scales of pay. RS.	Percentage of reduction in existing cost.
12. MADRAS PUBLIC HEALTH SERVICE— Director of Public Health— I.M.S. officer	2,100—60—2,400, 6-year scale, average Rs. 2,300.	1,300—100/2—1,500, 5-year scale, average Rs. 1,433½.	37.7 compared to exist- ing cost for I.M.S. Director.
Non-I.M.S. officer	1,500—50—1,750, 6-year scale, average Rs. 1,666½.	600—100/2—1,000, 9-year scale, average Rs. 848 8/9, 220—30/2—340—40/2—580, 21-year scale, average Rs. 396.	14 compared to existing cost for non-I.M.S. Director.
Assistant Directors of Public Health..	600—50—1,200.		10.9
First-class Health Officers	13-year scale, average Rs. 953½. 250—20—450 (E.B.)—25—600, 17-year scale, average Rs. 440 5/9.		10.1
13. MADRAS AGRICULTURAL SERVICE— Director— Indian Agricultural Service officers.	2,000—50—2,250, 6-year scale, average Rs. 2,166½.	1,200—100/2—1,400, 5-year scale, average Rs. 1,333½.	38.5 compared to exist- ing cost for I.A.S. Director.
Madras Agricultural Service officers.	1,250—50—1,500, 6-year scale, average Rs. 1,416½.		5.9 compared to exist- ing cost for non- I.A.S. Director.
Headquarters Deputy Director of Agriculture and Principal, Agricultural College, Coim- batore. Madras Agricultural Service— General Branch { 41 posts on .. 5 posts on .. Engineering Branch—2 posts on ..	Grade pay <i>plus</i> Madras house allowance. Grade pay <i>plus</i> special pay of Rs. 75. 250—25—750, 21-year scale, average Rs. 500. 800—25—1,000, 9-year scale, average Rs. 926. 250—20—750, 26-year scale, average Rs. 500. Combined average Rs. 543.2.	800—100/2—1,000 (without any special pay or Madras house allowance), 5-year scale, average Rs. 933½.	
14. MADRAS VETERINARY SERVICE— Director— Indian Veterinary Service Director.	1,700—100—2,200, 6-year scale, average Rs. 2,033½.	1,200—100/2—1,400, 5-year scale, average Rs. 1,333½.	34.4 compared to exist- ing cost for Indian Veterinary Service Director.
Madras Veterinary Service Director.	1,250—50—1,500, 6-year scale, average Rs. 1,416½.		5.9 compared to existing cost for non-Indian Veterinary Service Director.
Principal, Veterinary College	Grade pay <i>plus</i> Rs. 50 special pay <i>plus</i> Madras house allowance.	800—100/2—1,000, (without any special pay or Madras house allowance), 5-year scale, average Rs. 933½.	
District Veterinary Officers— Ordinary grade	250—25—750, 21-year scale, average Rs. 500.	200—30/2—260—40/2—700, 27-year scale, average Rs. 411 1/9.	24
Selection grade	800—25—1,000, 9-year scale, average Rs. 926		

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15. MADRAS CO-OPERATIVE SERVICE— Registrar of Co-operative Societies ..	I.C.S. senior scale <i>plus</i> Rs. 200. *	1,200—100/2—1,400, 5-year scale, average Rs. 1,333½.	38.5
Joint Registrar of Co-operative Societies	1,050—50—1,200, 4-year scale, average Rs. 1,170.	700—100/2—1,000, 7-year scale, average Rs. 893½.	23.6
Deputy Registrars of Co-operative Societies	300—30—450—500 (E.B.)—50—750. 12-year scale, average Rs. 570.	200—30/2—260—40/2—500—50/2—700, 25-year scale, average Rs. 422 2/9.	25.8
16. MADRAS INDUSTRIES SERVICE— Director of Industries ..	I.C.S. senior scale <i>plus</i> 250 *	1,200—100/2—1,400, 5-year scale, average Rs. 1,333½.	39.9
Deputy Director of Industries	750—50—1,500, 16-year scale, average Rs. 1,166½.	700—100/2—1,000, 7-year scale, average Rs. 893½.	23.4
<i>Senior appointments—</i> Industrial Engineer ..	750—25—1,000, 11-year scale, average Rs. 902 7/9. 250—25—500—50—800, 17-year scale, average Rs. 549 5/9.		
Principal, School of Technology ..	500—550—50/2—600—50—800—50—1,000, 13-year scale, average Rs. 794 4/9, 600—50—900, 7-year scale, average Rs. 796½.		
Principal, School of Arts and Crafts.	600—50—1,000, 9-year scale, average Rs. 853½.	420—30/2—600—50/2—700, 17-year scale, average Rs. 569½.	20.8
Assistant Director (Textiles) and Principal, Government Textile Institute.	500—50—750, 6-year scale, average Rs. 666½.		
Inspector of Industrial Schools ..	250—25—650, 17-year scale, average Rs. 467 7/9.		
Oil Chemist and Soap Expert ..	300—15—450, 11-year scale, average Rs. 391½.		
Sericultural Expert ..	200—20—500, 16-year scale, average Rs. 366½.	200—30/2—410, 15-year scale, average Rs. 316½.	
<i>Junior appointments—</i> Assistant Industrial Engineers ..	300—25—600, 13-year scale, average Rs. 476½.	Combined average for senior and junior appointments Rs. 443.	
Senior Lecturer, School of Techno- logy.	300—20—500, 11-year scale, average Rs. 422½.		
Superintendent, Leather Trades Institute.	Combined average Rs. 559.		
Leather Research Chemist ..			
<i>Remarks.</i> —Revised scale of pay is not proposed for the Leather Expert as the post is not likely to be continued after the present incumbent retires.			
17. MADRAS FISHERIES SERVICE— Director of Fisheries ..	750—30—1,200, 16-year scale, average Rs. 1,000. 250—25—500—50—750, 16-year scale, average Rs. 527 7/9.	600—75/2—900, 9-year scale, average Rs. 786½.	21.3
Assistant Director (Coast) ..	250—25—500, 11-year scale, average Rs. 402 7/9.		
Assistant Director (Inland) ..	200—20—400, 11-year scale, average Rs. 322 2/9.	200—30/2—260—40/2—500, 17-year scale, average Rs. 360.	14
Assistant Director (Pearl and Chank Fisheries).	Combined average for the three posts Rs. 418.		

Remarks.—There is a temporary post of Assistant Biologist on Rs. 250 per mensem. If the post is continued after 31st March 1933, the minimum of the revised scale, viz., Rs. 200, will apply.

* No pay has been fixed for a Provincial Service Officer holding the post. The pay given is that drawn by an All-India Service officer appointed to the post.

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I. PROVINCIAL SERVICES—*cont.*

	Existing scales of pay.	Revised scales of pay.	Percentage of reduction in existing cost.
RS.			
18. MADRAS BOILER SERVICE— Chief Inspector of Boilers	700—30—1,000, 11-year scale, average Rs. 883½.	600—75/2—900, 9-year scale, average Rs. 786½.	10·9
Inspectors of Boilers	400—30—700, 11-year scale, average Rs. 583½.	250—30/2—520—40/2—600, 23-year scale, average Rs. 413½.	29·1
19. MADRAS FACTORY SERVICE— Chief Inspector of Factories	700—50—1,200, 11-year scale, average Rs. 1,005 5/9.	600—75/2—900, 9-year scale, average Rs. 786½.	21·8
Assistant Inspector	250—10—350, 11-year scale, average Rs. 311 1/9.	200—30/2—410, 15-year scale, average Rs. 316½.	1·8 increase in cost.
Inspectors of Factories	400—30—700, 11-year scale, average Rs. 583 1/9.	200—30/2—440—40/2—600, 25-year scale, average Rs. 377 7/9.	35·2

[NOTE.—Though there is a slight increase in cost in the scale of pay proposed for Assistant Inspector, normally there will be no extra cost as the officer will be promoted as Inspector before he reaches the maximum of the scale for Assistant Inspector.]

20. MADRAS ENGINEERING SERVICE— Chief Engineers	2,750—125—3,000, 3-year scale, average Rs. 2,936½.	1,500—150/2—1,800, 5-year scale, average Rs. 1,700.	42·7
Superintending Engineers	1,750—100—2,150,* 5-year scale, average Rs. 2,043½.	1,000—100/2—1,200, 5-year scale, average Rs. 1,133½.	44·5
			
<i>Junior appointments—</i> Assistant Engineers : Superintendent, Divi Pumping Station.	250—20—550 (E.B.)—20—750, 26-year scale, average Rs. 472½.	200—30/2—380—40/2—500, 19-year scale, average Rs. 353½.	34·3
Assistant Executive Engineers, Junior Superintendents, Public Works Workshops, Dowlaish- weram and Bezvada, and Assis- tant Superintendents, Public Works Workshops, Madras.	375—50—525—50/2—575—50—625—50/2—675— 50—975, 15-year scale, average Rs. 787.		
Assistant Superintendent, Public Works Stores, Madras.	300—20—500, 11-year scale, average Rs. 422 2/9.		

<i>Senior appointments—</i> Executive Engineers and General Superintendent, Public Works Workshops and Stores, Madras.	625—50/2—675—50—725—50/2—775—50—1,025— 50/2—1,075—50—1,275—50/2—1,375, 21-year scale, average Rs. 1,059.	500—50/2—850, 15-year scale, average Rs. 694 4/9.	34·4
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21. MADRAS DISTRICT BOARD ENGINEERING SERVICE— Second grade	19 on 400—50—650, 6-year scale, average Rs. 566½.	19 on 250—50/2—600, 15-year scale, average Rs. 444 4/9.	16·5
First grade	5 on 700—100—1,000, 4-year scale, average Rs. 940	6 on 650—50/2—850, 9-year scale, average Rs. 774 4/9.	
Selection grade	1 on 1,000—100—1,200, 3-year scale, average Rs. 1,173½.		

* No pay has been fixed for a Provincial Service officer holding the post. The pay given is that drawn by an All-India Service officer appointed to the post.

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II. SUBORDINATE SERVICES.

Posts.	Existing scales of pay.	Revised scales of pay.
1. MENIAL ESTABLISHMENTS.		
1. (a) Peons in the mufassal establishment.	RS. 12 13 14 15 16 17 18 — 15.4	RS. 12 13 14 15 16 17 — 14.7
	First 3 years	First 4 years
	Next 3	Next 4
	" 4	" 5
	" 4	" 6
	" 5	" 6
	" 6	" 6
	Over 25 years (say for 5 years).	Over 25 years (say for 5 years).
	Average	Average
	15.4	14.7
(b) Peons in the Madras City.	RS. 15 16 17 18 19 20 — 17.7	RS. 12 13 14 15 16 17 — 14.7
	First 4 years	First 4 years
	Next 4	Next 4
	" 5	" 5
	" 6	" 6
	" 6	" 6
	Over 25 years (say for 5 years).	Over 25 years (say for 5 years).
	Average	Average
	17.7	14.7
2. Daffadars	RS. 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100	RS. 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100



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II. SUBORDINATE SERVICES—*cont.*

Posts.	Existing scales of pay.	Revised scales of pay.
1. MENIAL ESTABLISHMENTS— <i>cont.</i>		
3. Attenders	<i>Mufassal</i> — 553 on Rs. 20—1—35 (16-year scale, average Rs. 28 $\frac{3}{4}$). <i>Madras City</i> — 260 on Rs. 23—23—1—35 (16-year scale, average Rs. 30).	Rs. 19—2/2—25—1/2—30 (17-year scale, average Rs. 25) with a Presidency allowance of Rs. 2-8-0 for attenders in the Madras City. Reduction in existing cost 11.5 per cent.
2. MADRAS REVENUE SUBORDINATE SERVICE.		
1. Tahsildars (including Huzur Sarishtadars).	Rs. 200—10—300, 11-year scale. Average Rs. 261 $\frac{1}{3}$. Rs. 150—5—200, 11-year scale. Average Rs. 180 $\frac{5}{9}$. Rs. 125.	Rs. 175—15/2—250, 11-year scale. Average Rs. 220. Reduction = 15 $\frac{3}{4}$ per cent. Rs. 125—10/2—175, 11-year scale. Average Rs. 155. Reduction = 14 per cent. Rs. 100.
2. Deputy Tahsildars and Sub- Magistrates (including English Head clerks). Probationary Deputy Tahsil- dars.		
3. Miscellaneous posts in the Revenue Department— (a) Treasurers in certain Treasury Deputy Collectors' offices (employed in stations where there is no branch of the Impe- rial Bank of India).	Rs. 150.	Rs. 125. Reduction in existing cost 16 $\frac{2}{3}$ per cent.

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(b) Head Accountants in Collectorates' offices (Treasury Deputy Collectors' offices).	Rs. 125.	Rs. 100. Reduction in existing cost 20 per cent.
(c) Head Accountants in taluk offices and Taluk Sarishtadars.	Rs. 100.	Rs. 85. Reduction in existing cost 15 per cent.
(d) Head clerks in I.C.S. Division offices, Vernacular Head clerks in Collectors' offices, second Accountants in Collectors' offices and certain Treasurers in Treasury Deputy Collectors' offices.	Rs. 90.	Rs. 75. Reduction in existing cost 16 $\frac{2}{3}$ per cent.
(e) Head clerks in non-I.C.S. Division offices.	Rs. 80.	Rs. 70. Reduction in existing cost 12 $\frac{1}{2}$ per cent. 6 on Rs. 55. Reduction 15.4 per cent. 6 on Rs. 30—3/2—42—2/2—50. Average Rs. 41. Reduction 12.9 per cent. 365 on Rs. 20— $\frac{3}{2}$ —24— $\frac{1}{2}$ —30. Average Rs. 25 $\frac{1}{2}$. Reduction 11.2 per cent.
(f) Shroffs	6 on Rs. 65. 6 on Rs. 35—35—1 $\frac{1}{2}$ —50—1—60. Average Rs. 47 $\frac{1}{12}$. 365 on Rs. 20—1—35. Average Rs. 28 $\frac{3}{4}$.	



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II. SUBORDINATE SERVICES—*cont.*

Posts.	Extending scales of pay.	Revised scales of pay.
3. MADRAS MINOR IRRIGATION SUBORDINATE SERVICE.		
1. Supervisors (12)	Rs. 150—5—200—10—220 (E.B. at 200), 13-year scale. Average Rs. 191 $\frac{2}{3}$.	Rs. 125—10/2—175—15/2—190, 13-year scale. Average Rs. 162 $\frac{5}{9}$. Reduction = 15 per cent.
2. Overseers (124)	Rs. 50—2 $\frac{1}{2}$ —100, 21-year scale. Average Rs. 75.	Rs. 50—4/2—90, 21-year scale. Average Rs. 69 $\frac{5}{9}$. Reduction = 7·3 per cent.
3. Clerk-draughtsmen (16)	Rs. 35—35—1 $\frac{1}{2}$ —50—1 $\frac{1}{2}$ —60, 22-year scale. Average Rs. 47 $\frac{1}{12}$. 2 on Rs. 30.	The scale which may be finally approved for clerks. 2 on Rs. 28. Reduction = 6·7 per cent.
4. Maistris (2)	Rs. 12—18. Average Rs. 15·4.	Rs. 12—17, the scale applicable to peons. Average Rs. 14·7.
5. Lascars (137)		
4. SUBORDINATES IN THE SETTLEMENT DEPARTMENT.		
1. Sarishtadars	4 on Rs. 200—10—300, 11-year scale. Average Rs. 261 $\frac{1}{9}$.	4 on Rs. 175— $\frac{15}{2}$ —250, 11-year scale. Average Rs. 220. Reduction = 15·7 per cent.
2. Supervisors	4 on Rs. 150—5—200, 11-year scale. Average Rs. 180 $\frac{5}{9}$.	4 on Rs. 125— $\frac{10}{2}$ —175, 11-year scale. Average Rs. 155. Reduction = 14·1 per cent.

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II. SUBORDINATE SERVICES.

Posts.	Existing scales of pay.	Revised scales of pay.
1. MENIAL ESTABLISHMENTS.		
1. (a) Peons in the mufassal establishment.	RS. 12 13 14 15 16 17 18	RS. 12 13 14 15 16 17
	First 3 years	First 4 years
	Next 3	Next 4
	" 4	" 5
	" 4	" 6
	" 5	" 6
	" 6	" 6
	Over 25 years (say for 5 years).	Over 25 years (say for 5 years).
	Average	Average
	15.4	14.7
(b) Peons in the Madras City.	RS. 15 16 17 18 19 20	RS. 12 13 14 15 16 17
	First 4 years	First 4 years
	Next 4	Next 4
	" 5	" 5
	" 6	" 6
	" 6	" 6
	Over 25 years (say for 5 years).	Over 25 years (say for 5 years).
	Average	Average
	17.7	17.2
2. Daffadars	RS. 17 18 19 20 21 22 23	RS. 17 18 19 20 21 22
	Mufassal—	Mufassal—
	25 on Rs. 18—1 (biennial)—23 (11-year scale, average Rs. 21).	Rs. 17—1 (biennial)—22 (average Rs. 20) with a Presidency allowance of Rs. 2-8-0 per mensem to daffadars in the city.
	Madras City—	Madras City—
	52 on Rs. 20—1 (biennial)—25 (11-year scale, average Rs. 23).	Reduction in existing cost 3 per cent.



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(b) Head Accountants in Collectorates' offices (Treasury Deputy Collectors' offices).	Rs. 125.	Rs. 100. Reduction in existing cost 20 per cent.
(c) Head Accountants in taluk offices and Taluk Sarishtadars.	Rs. 100.	Rs. 85. Reduction in existing cost 15 per cent.
(d) Head clerks in I.C.S. Division offices, Vernacular Head clerks in Collectors' offices, second Accountants in Collectors' offices and certain Treasurers in Treasury Deputy Collectors' offices.	Rs. 90.	Rs. 75. Reduction in existing cost 16 $\frac{2}{3}$ per cent.
(e) Head clerks in non-I.C.S. Division offices.	Rs. 80.	Rs. 70. Reduction in existing cost 12 $\frac{1}{2}$ per cent. 6 on Rs. 55.
(f) Shroffs	6 on Rs. 65.	Reduction 15.4 per cent. 6 on Rs. 30—3/2—42—2/2—50. Average Rs. 41. Reduction 12.9 per cent. 365 on Rs. 20— $\frac{3}{2}$ —24— $\frac{1}{2}$ —30. Average Rs. 25 $\frac{1}{2}$. Reduction 11.2 per cent.
	6 on Rs. 35—35—1 $\frac{1}{2}$ —50—1—60. Average Rs. 47 $\frac{1}{12}$.	
	365 on Rs. 20—1—35. Average Rs. 28 $\frac{3}{4}$.	



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Men in the Madras City Police to draw the same rates of pay as in the mufassal with a Presidency allowance of Rs. $1\frac{1}{2}$ per mensem and a special pay of Rs. $4\frac{1}{2}$ per mensem.

Reduction 3 per cent.

Same rates of pay as for officers in the regular forces.

	RS.	RS.
5. Officers of the Harbour Police and the C.I.D.		
6. Havildars-Major ..	45.	45.
7. Jamadar ..	45—5/3—65	45—5/3—65
8. Head sowar ..	37	37
9. Sowars ..	24—1/3—30—1/4—32	24—1/3—30—1/4—32
10. Malabar Special Police—		
(i) Constables ..	20—1/2—25	20—1/2—25
(ii) Naicks.. ..	30—1/2—35	30—1/2—35
(iii) Havildars ..	35—1/2—40	35—1/2—40
(iv) Havildars-Major ..	40—1/2—45	40—1/2—45
(v) Jamadars ..	65—5/2—80	65—5/2—80
(vi) Subadars ..	125—5/2—150	125—5/2—150
11. Miscellaneous posts—		
(a) Photographer in the C.I.D.	150—5/2—175	125—5/2—150
(b) Photographer in the Central Crime-Branch.	85—4—125	75—5/2—100
Boat crew establishment—		
(c) Drivers ..	40—1—45	40—2/2—44—1/2—45
(d) Syrangs ..	35—1—40	35—2/2—39—1/2—40
	25—25—25—1—35	25—2/3—27—2/2—35

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II. SUBORDINATE SERVICES—*cont.*

Revised scales of pay.

Existing scales of pay.

MADRAS POLICE SUBORDINATE SERVICE—*cont.**Mufassal*—*cont.*

Posts.	RS.	RS.
11. Miscellaneous posts— <i>cont.</i>		
Boat crew establishment— <i>cont.</i>		
(e) Tindals ..	20—1/2—25	20—1/2—25
(f) Lascars ..	17½—1/2—20—1/5—21—1/5—22	17½—1½/2—19—1/2—20—1/5—22
(g) Boatmen ..	17½—1/2—20—1/5—21—1/5—22	17½—1½/2—19—1/2—20—1/5—22
(h) Instructor in Plan-drawing, Training School, Vellore.	100—2½—125	1/5—22
(i) Riding Instructor ..	40—2½—50	85—3/2—100
(j) Munshi for probationers.	60—3—75	40—4/2—48—2/2—50
(k) Librarian ..	20—1—35	55—3/2—61—4/2—65
(l) Buglers and bellows boys.		19—2/2—25—1/2—30
(m) Sub-Assistant Surgeons and compounders.		Same rates of pay as for constables.
(n) Nursing orderlies ..	12—18	12—17
(o) Totis ..	10 to 13½	(the scale applicable to peons). 10 to 13½
6. MADRAS EXCISE SUBORDINATE SERVICE.		
1. Assistant Inspectors ..	First grade .. 200	RS. 175
	Second grade .. 175	
		First grade
		Reduction 12.5 per cent.

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	Third grade	..	..	..	150	Second grade	..	..	150
	Combined average Rs. 172.5.					Reduction 14.2 per cent.	..	..	125
						Third grade	..	..	
						Reduction 16.7 per cent.	..	..	
						Combined average Rs. 147.5.	..	..	
						Reduction in existing cost 14.5 per cent.	..	..	
2. Laboratory Assistants	First grade, one post on Rs. 200—12½—300	..	..	..	150	First grade, Rs. 175—15½—250 (11-year scale, average Rs. 220).	..	..	
	(9-year scale, average Rs. 263½).					Reduction 16.4 per cent.	..	..	
	Second grade, one post on Rs. 120—7½—180	..	..	..	150	Second grade, Rs. 100—10½—150 (11-year scale, average Rs. 130).	..	..	
	(9-year scale, average Rs. 158).					Reduction 17.7 per cent.	..	..	
	Third grade, one post on Rs. 80—5—100	..	..	..	150	Third grade, Rs. 70—5½—85 (7-year scale, average Rs. 79⅔).	..	..	
	(5-year scale, average Rs. 94⅔).					Reduction 15.9 per cent.	..	..	
3. Sub-Inspectors	First grade (122)	..	..	..	RS. 80	First grade	..	..	80
	Second grade (124)	..	..	..	80	Second grade	..	..	70
	Third grade (199)	..	..	..	70	Third grade	..	..	60
	Fourth grade (198)	..	..	..	60	Fourth grade	..	..	55
	Combined average Rs. 72.6					Combined average Rs. 64.2.	..	..	
						Reduction in existing cost 11.6 per cent.	..	..	
4. Miscellaneous posts—									
Special Botanist	Rs. 200—10—250	..	..	..		Rs. 175—15½—220	..	..	
	(6-year scale, average Rs. 233⅓).					(7-year scale, average Rs. 204).	..	..	
						Reduction 12.6 per cent.	..	..	
Plant collector	Rs. 30—1—40	..	..	..		Rs. 28—2½—38	..	..	
	(11-year scale, average Rs. 36).					(11-year scale, average Rs. 34).	..	..	

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II. SUBORDINATE SERVICES—cont.

Posts.	Existing scales of pay.			Revised scales of pay.		
	Grade.	No.	RS.	Grade.	No.	RS.
1. Rangers	First	9	225	9 (5 per cent)	9	200
	Second	17	200	17 (10 ")	17	175
	Third	25	175	26 (15 ")	26	150
	Fourth	25	150	26 (15 ")	26	130
	Fifth	38	125	97 (55 ") on	97	130
	Sixth	42	100	Rs. 75—5/2—90—10/2—110 (Average Rs. 96).		
	Seventh	19	80			

Average per post Rs. 137.3.

Average per post Rs. 122.1.
Percentage of reduction in the
existing cost 11.1.

Posts.	Existing scales of pay.			Revised scales of pay.		
	Grade.	No.	RS.	Grade.	No.	RS.
2. Foresters	First	37	50	First	37	45
	Second	79	45	Second	79	40
	Third	116	40	Third	116	36
	Fourth	132	35	Fourth	132	32
	Fifth	159	30	Fifth	159	28
			523			

Average Rs. 37.2.

Average Rs. 33.8.
Percentage of reduction in the
existing cost 9.

RS. 23 20 17 15

Percentage of reduction in the existing cost 3.

4. Assistant to the Chenchu Officer.

5. Curator in the Forest College.

Rs. 100.

Reduction in the existing cost
20 per cent.

Rs. 85-5/2-95-10/2-125.

Average Rs. 109.

Reduction in the existing cost
16.5 per cent.

6. Draughtsmen ..	..	1 on Rs. 80—4—100.
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6 on Rs. 60—4—80.

25 on Rs. 35—35— $1\frac{1}{2}$ —50—1—60.

7. Veterinary Assistants	3 on Rs. 60—120.
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Sub-Assistant Surgeon
1 on Rs. 75—125.

Teachers	..	..	22 on Rs. 20—1—30.
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8. Havildars	..	..	2 on Rs. 35—35—1½—50—1—60.
Havildars	..	..	2 on Rs. 35—35—1½—50—1—60.

9. Engine-driver (temporary) .. Rs. 60—4—80.

} Will be regulated by the scales of pay
fixed for officers in their respective
departments.

2 on Rs. 30—3/2—45—2/2—55.

Rs. 55—5/2—70.

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II. SUBORDINATE SERVICES—*cont.*

Posts.	Existing scales of pay.	Revised scales of pay.
8. MADRAS REGISTRATION SUBORDINATE SERVICE.		
1. Sub-Registrars	Ordinary grade—80 per cent. Rs. 65—5—150, average Rs. 110 $\frac{1}{3}$. Upper grade—15 per cent. Rs. 160—5—200, average Rs. 185 $\frac{1}{3}$. Selection grade—5 per cent. Rs. 200—10—250, average Rs. 233 $\frac{1}{3}$. Combined average Rs. 127.7 including selection grade.	Second grade—80 per cent. Rs. 60—7 $\frac{1}{2}$ /2—90—10/2—130, average Rs. 97 $\frac{1}{3}$. First grade—20 per cent. Rs. 140—10/2—180, average Rs. 164 $\frac{8}{9}$. Combined average Rs. 110.8. Reduction in the existing cost 13.2 per cent.
2. Reserve Sub-Registrars	Rs. 30 on appointment. Rs. 35 on completion of the departmental tests. Reduction in the existing cost 13 per cent.	
9. MADRAS EDUCATIONAL SUBORDINATE SERVICE.		
1. Deputy Inspectors of Schools, Junior scale.	50—2 $\frac{1}{2}$ —75 (11-year scale, average Rs. 65 $\frac{5}{18}$).	50—5/2—70 * (9-year scale, average Rs. 62 $\frac{4}{9}$). Reduction 4.4 per cent.
2. Deputy Inspectors of Schools, Senior scale, Licentiate School Assistants and Sub-Assistant Inspectresses of Schools.	First grade 25 per cent on Rs. 150—10—250 (11-year scale, average Rs. 211 $\frac{1}{9}$). Second grade 75 per cent on Rs. 75—5—100—10—150	First grade 20 per cent on Rs. 140—15/2—200 (9-year scale, average Rs. 177 $\frac{1}{3}$). Second grade 80 per cent on Rs. 70—10/2—130

* For direct recruits in future, the qualification required will be an L.T. degree.

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15. MADRAS CO-OPERATIVE SERVICE— Registrar of Co-operative Societies ..	I.C.S. senior scale <i>plus</i> Rs. 200. *	1,200—100/2—1,400, 5-year scale, average Rs. 1,333½.	38.5
Joint Registrar of Co-operative Societies	1,050—50—1,200, 4-year scale, average Rs. 1,170.	700—100/2—1,000, 7-year scale, average Rs. 893½.	23.6
Deputy Registrars of Co-operative Societies	300—30—450—500 (E.B.)—50—750. 12-year scale, average Rs. 570.	200—30/2—260—40/2—500—50/2—700, 25-year scale, average Rs. 422 2/9.	25.8
16. MADRAS INDUSTRIES SERVICE— Director of Industries ..	I.C.S. senior scale <i>plus</i> 250 *	1,200—100/2—1,400, 5-year scale, average Rs. 1,333½.	39.9
Deputy Director of Industries	750—50—1,500, 16-year scale, average Rs. 1,166½.	700—100/2—1,000, 7-year scale, average Rs. 893½.	23.4
<i>Senior appointments—</i> Industrial Engineer ..	750—25—1,000, 11-year scale, average Rs. 902 7/9. 250—25—500—50—800, 17-year scale, average Rs. 549 5/9.		
Principal, School of Technology ..	500—550—50/2—600—50—800—50—1,000, 13-year scale, average Rs. 794 4/9, 600—50—900, 7-year scale, average Rs. 796½.		
Principal, School of Arts and Crafts.	600—50—1,000, 9-year scale, average Rs. 853½.	420—30/2—600—50/2—700, 17-year scale, average Rs. 569½.	20.8
Assistant Director (Textiles) and Principal, Government Textile Institute.	500—50—750, 6-year scale, average Rs. 666½.		
Inspector of Industrial Schools ..	250—25—650, 17-year scale, average Rs. 467 7/9.		
Oil Chemist and Soap Expert ..	300—15—450, 11-year scale, average Rs. 391½.		
Sericultural Expert ..	200—20—500, 16-year scale, average Rs. 366½.	200—30/2—410, 15-year scale, average Rs. 316½.	
<i>Junior appointments—</i> Assistant Industrial Engineers ..	300—25—600, 13-year scale, average Rs. 476½.	Combined average for senior and junior appointments Rs. 443.	
Senior Lecturer, School of Techno- logy.	300—20—500, 11-year scale, average Rs. 422½.		
Superintendent, Leather Trades Institute.	Combined average Rs. 559.		
Leather Research Chemist ..			
<i>Remarks.</i> —Revised scale of pay is not proposed for the Leather Expert as the post is not likely to be continued after the present incumbent retires.			
17. MADRAS FISHERIES SERVICE— Director of Fisheries ..	750—30—1,200, 16-year scale, average Rs. 1,000. 250—25—500—50—750, 16-year scale, average Rs. 527 7/9.	600—75/2—900, 9-year scale, average Rs. 786½.	21.3
Assistant Director (Coast) ..	250—25—500, 11-year scale, average Rs. 402 7/9.		
Assistant Director (Inland) ..	200—20—400, 11-year scale, average Rs. 322 2/9.	200—30/2—260—40/2—500, 17-year scale, average Rs. 360.	14
Assistant Director (Pearl and Chank Fisheries).	Combined average for the three posts Rs. 418.		

Remarks.—There is a temporary post of Assistant Biologist on Rs. 250 per mensem. If the post is continued after 31st March 1933, the minimum of the revised scale, viz., Rs. 200, will apply.

* No pay has been fixed for a Provincial Service Officer holding the post. The pay given is that drawn by an All-India Service officer appointed to the post.

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II. SUBORDINATE SERVICES—*cont.*

Posts;	Existing scales of pay.	Revised scales of pay.
MADRAS EDUCATIONAL SUBORDINATE SERVICE— <i>cont.</i>		
7. Secondary grade trained and certified teachers and higher and lower elementary trained teachers—		Secondary trained and certified teachers— Rs. 30—3/2—45—2/2—55 (21-year scale, average Rs. 42 $\frac{1}{2}$). Reduction = 10·6 per cent for men. Reduction = 44·6 per cent for women.
1. <i>Men</i> —		
Secondary trained and certified teachers.	Rs. 35—35—1 $\frac{1}{2}$ —50—1—60 (average Rs. 47 $\frac{1}{2}$).	
Higher elementary trained teachers.	Rs. 25—1—50 (average Rs. 36 $\frac{1}{5}$).	
Lower elementary trained teachers.	Rs. 20—1—30 (average Rs. 26 $\frac{1}{5}$).	Higher elementary trained teachers— Rs. 23—2/2—45 (23-year scale, average Rs. 33 $\frac{4}{15}$). Reduction = 7·8 per cent for men. Reduction = 16·8 per cent for women.
2. <i>Women</i> —		
Secondary trained and certified teachers.	80 per cent on Rs. 45—3—90 (average Rs. 70). 20 per cent on Rs. 100.	
Higher elementary trained teachers.	Combined average Rs. 76. Rs. 27 $\frac{1}{2}$ —1 $\frac{1}{2}$ —50 (average Rs. 40).	Lower elementary trained teachers— Rs. 19—2/2—23—1/2—28 (15-year scale, average Rs. 24). Reduction = 8 per cent for men. 31·4 per cent for women.
Lower elementary trained teachers.	Rs. 22 $\frac{1}{2}$ —1 $\frac{1}{2}$ —45 (average Rs. 35).	



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8. Pandits and Munshis	Two in Presidency College.	Rs. 125 scale, average Rs. 116 $\frac{2}{3}$.	100—5— (6-year average scale, average Rs. 110 * (13-year scale, average Rs. 91).
	Twenty in Presidency College and other first-grade Arts colleges.	Rs. 75—4—95 (6-year average scale, average Rs. 88 $\frac{2}{3}$).	
	Twelve in second-grade Arts colleges.	Rs. 50—3—65 (6-year scale, average Rs. 60)	Rs. 45—5/2—60 (7-year scale, average Rs. 54 $\frac{2}{3}$).
	Fifty-eight in secondary schools.	Rs. 40—2—50 (6-year average scale, average Rs. 46 $\frac{2}{3}$).	Rs. 35—4/2—43—2/2—45 (7-year scale, average Rs. 41 $\frac{1}{3}$).

[* This scale will be allowed only to persons who have been trained in critical and comparative methods of study and who possess an Oriental degree of a University.]

9. Physical Training Instructors.	Rs. 35—35—1 $\frac{1}{2}$ —50—1—60 (average Rs. 47 $\frac{2}{9}$).	Rs. 30—3/2—45—2/2—55 (average Rs. 42 $\frac{2}{9}$).
		Reduction in existing cost 10·6 per cent.
	Rs. 25—1—50 (average Rs. 36 $\frac{1}{9}$).	Rs. 23—2/2—45—2/2—55 (average Rs. 33 $\frac{4}{15}$).
		Reduction in existing cost 6·7 per cent.

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II. SUBORDINATE SERVICES—*cont.*

Posts.	Existing scales of pay.	Revised scales of pay.
MADRAS EDUCATIONAL SUBORDINATE SERVICE— <i>cont.</i>		
10. Drawing Masters ..	Rs. 35—35—1½—50—1—60 (average Rs. 47½).	Rs. 30—3/2—45—2/2—55 (average Rs. 42½). Reduction in existing cost 10·6 per cent. Rs. 23—2/2—45 (average Rs. 33¼). Reduction in existing cost 6·7 per cent. Rs. 100—5/2—125.
11. Combined Drawing and Needlework Mistresses (Women's Branch).	Rs. 25—1—50 (average Rs. 36½).	
12. Teachers in Amini Divi Islands (Men's Branch).	Rs. 25—1—35. Rs. 15—4—120.	Rs. 24—2/2—28—12—33. Rs. 15. Rs. 70—5/2—95. Rs. 30—3/2—45—2/2—55.
13. Manual Training Instructors.	Rs. 125—5—150. Rs. 35—35—1½—50—1—60.	
14. Physical Directors in Colleges and Assistant Physical Director (Men's Branch).	Rs. 75—5—100—10—150 (11-year scale, average Rs. 120⅙).	Physical Directors. Rs. 70—10/2—130 (13-year scale, average Rs. 104⅔). Reduction in existing cost 13·4 per cent.
	Assistant Physical Director (designation to be changed to Senior Physical Director). Rs. 150—10—250 (11-year scale, average Rs. 211⅙).	Rs. 140—15/2—200 (9-year scale, average Rs. 177⅙). Reduction in existing cost 16·1 per cent.

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15. (a) Workshop Instructor ..	Rs. 180. Rs. 60—2—80. Rs. 40—2—60. Rs. 25—1—50. 1 post on Rs. 200—10—300 (11-year scale, average Rs. 261 $\frac{1}{3}$). 1 post on Rs. 125—130—10—250 (14-year scale, average Rs. 183 $\frac{1}{2}$). (a) 3 on Rs. 80—4—120 (11-year scale, average Rs. 106 $\frac{2}{3}$). (b) 7 on Rs. 60—4—80.	Rs. 150. Rs. 55—3/2—70. Rs. 35—4/2—55. Rs. 23—3/2—35—2/2—45. Rs. 100—10/2—200 (21-year scale, average Rs. 148 $\frac{8}{9}$). Reduction in existing cost 42·9 per cent. Rs. 100—10/2—200 (21-year scale, average Rs. 148 $\frac{8}{9}$). Reduction in existing cost 18·8 per cent. 3 on Rs. 70—5/2—95 (11-year scale, average Rs. 85). Reduction in existing cost 20·3 per cent. 7 on Rs. 55—5/2—70.
16. Assistant Instructors (Senior and Junior) in the College of Engineering, Guindy.		
17. Commercial Instructors ..		
18. Miscellaneous posts— (a) Weaving and Spinning Assistants— Men's Branch .. Women's Branch.. (b) Power-House Superintendent, College of Engineering, Guindy.		Rs. 30—3/2—45. Rs. 225—15/2—300 (average Rs. 270). Reduction in existing cost 13·2 per cent.

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II. SUBORDINATE SERVICES—*cont.*

Posts.	Existing scales of pay.	Revised scales of pay.
MADRAS EDUCATIONAL SUBORDINATE SERVICE— <i>cont.</i>		
18. Miscellaneous posts— <i>cont.</i>		
(c) Pump House Operators, College of Engineer- ing, Guindy.	Rs. 20—1—25.	Rs. 19—2/2—23—1/2—24.
(d) Linesmen and	Rs. 35—35—1½—50—1—60	Rs. 30—3/2—39—2/2—45.
Electricians	Rs. 30—2—40	Rs. 70—5/2—90.
(e) Shift Operators	Rs. 75—5—100	Rs. 35—2/2—39—1/2—40.
(f) Fitters	Rs. 40—1—45	Rs. 28—3/2—37—2/2—45
(g) Instrument repairers, College of Engineer- ing.	1 on Rs. 30—1—50 (average Rs. 40). 1 on Rs. 60—2—80 (average Rs. 72½).	Reduction 13·8 per cent. Rs. 35—3/2—53—2/2—55 (average Rs. 46½). Reduction in existing cost 36·2 per cent. Rs. 19—2/2—23—1/2—24.
(h) Stokers and cleaners, College of Engineer- ing.	Rs. 20—1—25.	
(i) Battery room attend- ants, College of Engi- neering.	Rs. 35—1—50 Rs. 30—1—40 Rs. 65—4—85.	Rs. 28—3/2—37. Rs. 60—5/2—75.
(j) House-keeper (Women's Branch).		

(k) Mechanics, Presidency College.	{	Rs. 65—5—95, 7-year scale (average Rs. 84 $\frac{4}{9}$). Rs. 40—2—60 (average Rs. 52 $\frac{4}{9}$).	{	Rs. 38—2/2—50, 15-year scale (average Rs. 44 $\frac{4}{5}$). Reduction in existing cost 19 per cent.
(l) Museum keepers ..	{			
(m) Gas superintendent ..	{	Rs. 40—40—1 $\frac{1}{2}$ —55—1—65.		Rs. 30—3/2—45—2/2—55 plus a Presidency allowance of Rs. 6—8—0.
(n) Carpenters in schools. {		Rs. 40—2—60. Rs. 25—1—50.		Rs. 35—4/2—55. Rs. 23—2/2—45.
(o) Blacksmiths and fitters in schools.		Rs. 40—2—60. Rs. 50—2 $\frac{1}{2}$ —75. Rs. 50—2—80. Rs. 30—2—40.		Rs. 35—4/2—55. Rs. 45—5/2—70. Rs. 28—3/2—37.
(p) Sergeants .. {				

10. MADRAS VETERINARY SUBORDINATE SERVICES.

1. Veterinary Assistant Surgeons.	Selection grade, 15 per cent. Rs. 125—5—175 (average Rs. 155 $\frac{5}{9}$). Ordinary grade, 85 per cent. Rs. 60—4—120 (average Rs. 93 $\frac{1}{3}$). Combined average Rs. 102.7.	First-grade, 15 per cent. Rs. 110—10/2—150 (average Rs. 124 $\frac{8}{9}$). Second grade, 85 per cent. Rs. 55—5/2—100 (average Rs. 78). Combined average Rs. 86.3. Reduction in the existing cost 15.7 per cent.
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[24th January 1933]

II. SUBORDINATE SERVICES—*cont.*

Posts.	Existing scales of pay.	Revised scales of pay.
10. MADRAS VETERINARY SUBORDINATE SERVICES— <i>cont.</i>		
2. Veterinary compounders ..	Selection grade, 15 per cent. Rs. 50. Ordinary grade, 85 per cent. Madras—Rs. 33 (8-year)—34— $\frac{1}{2}$ —35—5/5—40 (average Rs. 36). Mufassal—Rs. 30— $\frac{1}{2}$ —35—5/5—40 (average Rs. 35 $\frac{1}{5}$). Combined average Rs. 37 $\frac{2}{5}$.	No selection grade. A single scale of Rs. 28— $\frac{1}{2}$ —40 (average Rs. 33 $\frac{1}{3}$). Reduction in existing cost 10·4 per cent. Compounders in Madras are to get a Presidency allowance of Rs. 2-8-0 in addition (average Rs. 35 $\frac{5}{8}$). Reduction in existing cost 3·7 per cent. Rs. 75—5/2—100. Rs. 30—2/2—36. Rs. 22—2/2—28—1/2—32.
3. Miscellaneous posts in the Veterinary department— Artist and photographer in the Veterinary College. Mechanic in the Veterinary College. Carpenter in the office of the Director of Veterinary Services.		
11. MADRAS CO-OPERATIVE SUBORDINATE SERVICE.		
1. Sub-Deputy Registrars ..	As sanctioned in G.O. No. 282, Development, dated 25th February 1932.	First grade for Sub-Deputy Registrars in independent charge— 4 on Rs. 125—10/2—175 (average Rs. 155).

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Sub-Deputy Registrars in independent charge— 4 on Rs. 150—5—200 (average Rs. 180 ⁵ / ₉).	Second grade for others— 21 on Rs. 100—5/2—125 (average Rs. 115).
Other Sub-Deputy Registrars— 21 on Rs. 100—5—150 (average Rs. 130 ⁵ / ₉).	Combined average Rs. 121.4. Percentage of reduction in the existing cost 12.4.
Combined average Rs. 138.6.	
2. Senior and Junior— Inspectors—	
Senior Inspectors— Rs. 80—4—100 (average Rs. 93 ¹ / ₃).	Senior Inspectors— Rs. 75—5/2—90 (average Rs. 84 ² / ₃).
Junior Inspectors— Rs. 40—4—60—2—80 (average Rs. 62 ² / ₅).	Junior Inspectors— Rs. 35—5/2—75 (average Rs. 56 ¹ / ₃). Combined average Rs. 59. Percentage of reduction in the existing cost 9.2.
Combined average Rs. 65.2	
3. Miscellaneous appointments in the Co-operative Department— Manager, Office of the Registrar of Co-operative Societies. Temporary Auditor (1). Temporary Auditors (9).	Rs. 80—4—100. Rs. 80. Rs. 40.
	Rs. 75—5/2—90. Rs. 75. Rs. 35.

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II. SUBORDINATE SERVICES—*cont.*

Posts.	Existing scales of pay.	Revised scales of pay.
12. MADRAS ENGINEERING SUBORDINATE SERVICE.		
<i>A. Permanent staff.</i>		
1. Supervisors	Rs. 80—7½—125 (E.B.)— 130—10—250 (20-year scale, average Rs. 166½). Recruits with Engineer qualifications start on Rs. 125.	Rs. 70—10½—110—15½—200. (21-year scale, average Rs. 133½). Reduction 20 per cent. Recruits with Engineer qualifications to start on Rs. 100.

B. Temporary staff.

Grade.	Subordinates with Engineer qualification.		Grade.	Subordinates with Engineer qualification.		Others.
	RS.	RS.		RS.	RS.	
First grade	170	125	First grade	150	100	
Second grade	160	110	Second grade	135	90	
Third "	150	100	Third "	125	85	
Fourth "	135	90	Fourth "	110	75	
Fifth "	125	80	Fifth "	100	70	
2. Overseers.. ..	Rs. 50—2½—100 (21-year scale, average Rs. 75).			Reduction 16·3 per cent. Rs. 50—4½—90 (21-year scale, average Rs. 69½). Reduction 7·3 per cent.		
3. Draughtsmen	(a) Head draughtsmen in Chief Engineers' offices— Rs. 250—10—300 (6-year scale, average Rs. 287½).			Rs. 150—15½—210 (9-year scale, average Rs. 191). Reduction 33·6 per cent.		



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(b) Draughtsmen in Chief Engineers' offices and head draughtsmen and draughtsmen in other offices—

First grade, Rs. 150—10—200
(average Rs. 187½).

Second grade, Rs. 110—6—140
(average Rs. 132½).

Third grade, Rs. 60—4—100
(average Rs. 86⅔).

4. Tracers—

Mufassal—

Rs. 30—1—50.

Madras City—

Rs. 33—33—33—1—50.

Rs. 45—3—75.

5. Garden Foreman and Garden Overseer, Government House, Ootacamund.

6. Dam Superintendent, Periyar.

7. Assistant Dam Superintendent.

8. Sluice Superintendent, Bezwada.



First grade, Rs. 120—10/2—150
(average Rs. 141½).

Reduction 24·5 per cent.
Second grade, Rs. 90—10/2—120
(average Rs. 111½).

Reduction 15·8 per cent.
Third grade, Rs. 50—4/2—90
(average Rs. 69⅓).

Reduction 19·9 per cent.
Rs. 28—2/2—42—1/2—45
plus a Presidency allowance of
Rs. 2-8-0 for men in Madras City.
Reduction 7·9 per cent.

Rs. 40—5/2—65.

Rs. 175—7½/2—190—10/2—220.
(11-year scale, average Rs. 202).

Reduction 12·4 per cent.

Rs. 125—10/2—175.

(11-year scale, average Rs. 155).
Reduction 15·9 per cent.

Rs. 75—5/2—90—10/2—100.

(9-year scale, average Rs. 90⅕).
Reduction 18 per cent.

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II. SUBORDINATE SERVICES—*cont.*

Posts.	Existing scales of pay.	Revised scales of pay.
12. MADRAS ENGINEERING SUBORDINATE SERVICE.		
<i>A. Permanent staff.</i>		
1. Supervisors	Rs. 80—7½—125 (E.B.)— 130—10—250 (20-year scale, average Rs. 166½). Recruits with Engineer qualifications start on Rs. 125.	Rs. 70—10½—110—15½—200. (21-year scale, average Rs. 133½). Reduction 20 per cent. Recruits with Engineer qualifications to start on Rs. 100.

B. Temporary staff.

Grade.	Subordinates with Engineer qualification.		Grade.	Subordinates with Engineer qualification.		Others.
	RS.	RS.		RS.	RS.	
First grade	170	125	First grade	150	100	
Second grade	160	110	Second grade	135	90	
Third "	150	100	Third "	125	85	
Fourth "	135	90	Fourth "	110	75	
Fifth "	125	80	Fifth "	100	70	
2. Overseers.. ..	Rs. 50—2½—100 (21-year scale, average Rs. 75).			Reduction 16·3 per cent. Rs. 50—4½—90 (21-year scale, average Rs. 69½). Reduction 7·3 per cent.		
3. Draughtsmen	(a) Head draughtsmen in Chief Engineers' offices— Rs. 250—10—300 (6-year scale, average Rs. 287½).			Rs. 150—15½—210 (9-year scale, average Rs. 191). Reduction 33·6 per cent.		



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15. Blue Print Operators	1 on Rs. 33—50. 1 on „ 30—1—45. 2 on „ 30. 2 on „ 20. 1 on „ 12. Rs. 15—20.	6 on Rs. 20—2/2—30—1/2—35 plus a Presidency allowance of Rs. 2-8-0 for men in Madras City.
Assistant Blue Print Operator	1 on Rs. 12. Rs. 12—17 (pay for peons)	plus a Presidency allowance of Rs. 2-8-0.
16. Stock Verifier	Rs. 100—5—150—10—200 (average Rs. 158½). 61 on Rs. 20—1/2—25 and 6 on Rs. 25 1/2—35. Rs. 65—5—140. Rs. 75—5—125 (average Rs. 105½).	Rs. 85—10/2—145—15/2—175 (average Rs. 134½). Reduction 15.1 per cent. 61 on Rs. 19—1/2—24. 6 on Rs. 23—2/2—33.
17. Telephone gumastas		
18. Overseer, Humpi Ruins		
19. Government Horticulturist		
20. Clock winder		
21. Irrigation conservancy subordinates.		
22. Mechanical Foreman		
23. Forwarding officer		
24. Lorry drivers		
25. Maistris		
26. Zapore-kechbera		
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* Includes four temporary posts in the Agency.

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II. SUBORDINATE SERVICES—cont.

Posts.	Existing scales of pay.	Revised scales of pay.
MADRAS ENGINEERING SUBORDINATE SERVICE—cont.		
26. Store-keepers	1 on Rs. 200—10/2—250 (average Rs. 232½).	1 on Rs. 150—5/2—155—7½/2—200 (average Rs. 177½). Reduction 23·5 per cent.
.. ..	1 on Rs. 100—2½—125 (average Rs. 116½).	2 on Rs. 70—3/2—85—5/2—100 (average Rs. 86½). Reduction 22·4 per cent.
.. ..	1 on Rs. 80—2—100—5—125 (average Rs. 106¼).	Rs. 50—5/2—70 (average Rs. 63½). Reduction 14·7 per cent.
.. ..	1 on Rs. 65—3—78 (average Rs. 74½).	Scale of pay for clerks. Rs. 19—1/2—24 Rs. 12—17, the scale applicable to peons.
27. Ledger Verifier	Rs. 65—4—85.	Rs. 19—2/2—23—1/2—28
28. Gate-keepers	2 on Rs. 20—1—25 5 on Rs. 2—18	Rs. 50—4/2—90 1 on Rs. 20 1 on „ 15 1 on „ 25
29. Canal clerks	3 on Rs. 20—1—30	19—2/2—23—1/2—28
30. Navigation Superintendent..	Rs. 50—2½—100	Rs. 50—4/2—90
31. Water Regulation establishments.	Superintendents—1 on Rs. 21 1 on Rs. 16	1 on Rs. 20 1 on „ 15 1 on „ 25
32. Quarry Superintendent ..	Maistri—1 on Rs. 27	19—2/2—23—1/2—28
33. Conservancy Sergeant ..	Rs. 20—1—30	Rs. 70
34. Irrigation conservancy subordinate.	Rs. 80 1 on Rs. 20—35	19—1/2—24